

Position Description

ICYMHS Senior Clinician: AOD Practice Improvement Lead

Classification:	RN Div 1, Registered Psychiatric Nurse - Grade 4 Allied Health Grade 3 (OT3/SW3/P3)
Business unit/department:	Child and Youth Mental Health Service (ICYMHS), Mental Health Division (MHD)
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment type:	Part-Time
Hours per week:	30.4
Reports to:	Team Leader and Program Manager
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	June 2025

Position purpose

The Royal Commission into Victoria's Mental Health System recommended that all mental health and wellbeing services across all age-based systems, including crisis services, community-based services and bed-based services, provide integrated treatment, care and support to people living with mental illness and substance use or addiction.

Young People living with co-occurring mental illness and substance use or addiction and their families, friends and supports must have access to integrated treatment, care and support in a variety of settings consistent with their needs, strengths and preferences.

The purpose of this position is to support existing community based and bed-based services within the Infant, Child and Youth Mental Health Service (ICYMHS) within the Austin Health Mental Health Division, across all campuses- Heidelberg, MacLeod and Epping. The roles will implement integrated treatment, care and support for people with co-occurring mental illness and substance use and addiction as per guidance from Department of Health publications (2022). The role is a capacity building role that will support practice improvements across the service through training, mentoring, modelling, introducing tools and resources to uplift service providers and build their knowledge, skills and confidence when working with people with mental health and substance use issues.

This position will also work within the 'Equally Well in Victoria' physical health framework to address the priority area 'Reducing the impacts of Alcohol and Substance use'.

About the Directorate/Division/Department

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are across Adult and Child and Adolescent and can be bed based or located in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to consumer wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualized treatment and care.

The Infant Child and Youth Mental Health Service (ICYMHS) sits under the Mental Health Division and provides a tertiary mental health services to infants, children and adolescents across the north-eastern catchment of Melbourne (currently local government areas of Banyule, Nillumbik, Darebin, Whittlesea, Yarra and Boroondara).

Young people eligible for the service are predominantly aged 0-18 years with only several teams currently available for those aged up to 25 years.

ICYMHS currently have two inpatient units three youth community teams, two child community teams and several specialist youth outreach teams. The Lived Experience Workforce is a role new to the service but one that is now firmly embedded in several teams within the ICYMHS directorate

There are also several specialist roles such as Senior Clinician (Infant and Child Specialist), Aboriginal Mental Health Liaison Workers, Group coordinator and the research role. The AOD practice Lead sits with this group of specialists under the Program Manager Inner North Community and Specialist Teams.

Position responsibilities

- Ability to provide senior clinical leadership and act as a role model / mentor to staff in providing evidence-based practice in integrated responses to young people, their families and carers where there are existing mental health and substance use issues (Dual Diagnosis).
- Work collaboratively with the Lived & Living Experienced Workforce (LLEW) and have a strengths-based recovery focus to the integrated care provided.
- Working in conjunction with existing Mental Health Services to make positive change for our consumers and their families and supports by participating in service development and practice change activities to improve service delivery for people who present to the service with co-occurring mental health and alcohol and other drug needs.
- In collaboration with case managers and clinical staff participate in primary consultation of people with substance use issues, focus on evidenced based integrated interventions such as motivational interviewing and harm reduction.
- Provide secondary consultation to support to clinical staff around assessing and supporting clients with co-occurring mental health and substance use issues. Assist with integrated formulation and treatment planning. When necessary, support clinicians to navigate the appropriate pathways and supports from the AOD service system, including access to support from specialist addiction medicine services.
- In conjunction with treating teams and medical professionals, ensure the comprehensive alcohol and drug assessments/monitoring is included in the overall comprehensive integrated assessment and treatment plan.



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- Participate in education and training to other disciplines, graduates, postgraduate and other positions.
- Create interprofessional education and learning programs about programs and services in our area.
- Participate in service development by providing liaison, consultation and education services for other health care professionals, consumer and community groups and agencies.
- In collaboration with case-managers and clinicians, work with clients, families and established care teams to develop, implement and review their 'Individual Recovery Plan' including discharge goals.
- Provide harm minimisation education and advice to clinical staff. This may include crisis intervention, harm reduction measures, relapse prevention planning, and support for co-occurring issues, such as mental health.
- Provide regular contact which aims to support client engagement, retention, motivation and stability before, during and after a client's treatment as required clinically.
- Where appropriate co-facilitate and coach clinical staff in facilitating evidenced based therapy groups and individual counselling sessions targeted to the needs of people with mental health and substance use issues.
- Participate in team and discipline specific supervision activities.
- Provide timely provision of all service activity data (Rapid and Outcome Measurement), including contact details and other statistical data as requested by the Manager and Mental Health Division management.
- Engage in professional development activities as directed.
- Undertake in other duties that may be required as may arise in the course of employment period.
- Participate in a community of practice.

Selection criteria

Essential skills and experience:

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Experience and demonstrated skills in alcohol and other drug intake and assessment, integrated client care.
- Experience in the delivery of counselling, bridging support, brief intervention and care coordination.
- Trauma-informed care skills and skills in assessing for family violence (MARAM)
- Demonstrated training and experience in providing evidenced-based treatment interventions including Relapse Prevention, Motivational Interviewing and Brief Intervention.
- Demonstrated knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions.
- Capacity to undertake direct clinical duties including assessment, treatment planning, brief intervention and shared case management of dual diagnosis clients.
- Demonstrated understanding of harm reduction as a key concept underpinning approaches to client care in the Australian alcohol and drug sector as well as an appreciation of principles of recovery, including social connectedness, holistic care provision and peer-based examples of wellness.
- Knowledge of, and the ability to apply, the principles and practices of your discipline.



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- A positive approach to ongoing self-education and skill development.
- A flexible, innovative team-oriented approach to service delivery.
- A positive approach to change and diversity.
- Experience and proficiency in keyboarding and Computer skills.
- A current Victorian driver's licence.

Desirable but not essential for Performance in the Position

- Tertiary specialist qualifications including qualifications/experience with dual diagnosis.
- Strong background in working with young people within this area of expertise.
- Proven ability to liaise and consult with relevant family members/carers, as well as a broad range of health professionals and community agency.
- A sound understanding of information technology including clinical systems, applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.

Mandatory Qualifications

- Current registration with Australian Health Practitioner Regulation Agency (APHRA) (all disciplines except Social Work and Speech Therapists):
- Relevant professional qualification in a health-related discipline (social work, occupational therapy, psychology, psychiatric nursing, or speech pathology) and current registration with the relevant professional board, Association or College.
 - Registration with the Nursing and Midwifery Board of Australia (NMBA) and approved post graduate qualifications in psychiatric nursing and/or relevant experience; or
 - Registration with the Occupational Therapy Board of Australia and an approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum of 5 years in mental health and 7 years post-graduation.; or
 - Endorsement as a Clinical Psychologist with the APHRA, with current APHRA Registration, the minimum of a master's degree in clinical psychology, at least 5 years of clinical experiences, and APHRA registration as a Board Approved Supervisor with supervisory experience; or
 - Speech Pathologists must have membership of Speech Pathology Australia or be eligible for membership of Speech Pathology Australia.; or
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers. A minimum of 5 years in mental health and 7 years post-graduation.
- Must meet minimum years of clinical experience for a senior role according to the Enterprise Agreement, specific to experience with children and young people within a tertiary mental health setting.
- A current Victorian Driver's License (without restrictions), and ability to drive a work vehicle.
- A current Working with Children's Check (without restrictions)



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Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organizational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunization screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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